

## Job Posting Employment Specialist 1 year term

The Canadian Mental Health Association Manitoba and Winnipeg is part of a 100-year-old nation-wide non-profit organization that promotes the mental health of Canadians and supports the resilience and recovery of people experiencing mental illness.

***CMHA Manitoba and Winnipeg is committed to our workforce reflecting the diversity of the communities within which we work. As such, we encourage applications from persons with disabilities, members of visible minorities, First Nations, Inuit, and Métis people, people of all sexual orientations and genders, and others who may contribute to the diversity of our staff. Personal experience with mental illness and or addiction, either through self or a loved one, is an asset.***

### **The Opportunity**

We have a fulltime, 1 year term position available for an Employment Specialist to work within CMHA's Employment with Supports (EWS) Program. Employment with Supports is a rapid employment approach that is used to support motivated job seekers looking to join or return to the workforce. The program provides the tools and information for participants to achieve satisfying and successful employment.

### **The Position**

Employment Specialists use the Individual Placement and Support (IPS) model to help participants obtain employment by providing tailored services, developing individualized plans, facilitating job search and wellness workshops, and maintaining employer and partner relationships to support mental health, employability, getting and keeping a job, and skill development. Observing best practices in privacy, trauma informed approaches, person- centred care and value alignment with CMHA Manitoba and Winnipeg. A full job description is available on request.

**The salary scale for this position falls within Band 5, \$49,512.43 and \$60,230.41 of the Collective Agreement, for 35 hours of work per week.**

### **The Qualifications**

#### **Required**

- A completed 3-year post-secondary degree in a human service- related discipline such as social work, psychology, or nursing. Equivalent education and experience may be considered.
- Two years' experience in a community based social service setting.
- Familiarity with mental health and substance use disorders and issues.
- Knowledge and experience around the principles and practices of health, including mental health promotion and harm reduction.
- Presentation and facilitation skills along with the ability to tailor and present program information to public and professional audiences.
- Recognition of complex factors and social determinants that contribute to barriers to inclusion.
- Comfortable with technology, including database software. (e.g. Microsoft Office, Caseworks)

- Community engagement and outreach skills.
- Valid Class 5 Driver's License and access to a vehicle.
- Satisfactory criminal and vulnerable sector check.
- Satisfactory child and adult abuse registry checks.
- Legally entitled to work in Canada.
- Acceptable work record.

### Preferred

- Individual Placement and Support (IPS) Certification.
- Certified Psychosocial Rehabilitation Recovery Practitioner (CPRRP).
- Experience in a community based supported employment program, including job development with employers.
- Knowledge and experience in Motivational Interviewing, Stages of Change, Supported Employment, Psychosocial Rehabilitation, and Individual Placement Supports models of service.
- Understanding of the role of employment in recovery.
- Comfortable with innovative technology.

### Total Rewards

CMHA offers an inclusive and respectful culture along with paid leaves for vacation, illness, bereavement, and mental health. A flexible working environment, supporting work life balance, with paid extended health, dental, employee assistance programming and life insurance benefits. A defined benefits pension plan is equally cost shared between CMHA and the employee, long term disability is 100% employee paid, when eligible. There is annual, budgeted support for professional development. Employees enjoy 12 paid general (statutory) holidays per year as well as a paid closure between December 24<sup>th</sup> at noon up to and including January 1<sup>st</sup>.

### The Process

Please submit your resume and a cover letter by **March 14, 2025**, indicating Competition Number **25-025** to [careers@cmhawpg.mb.ca](mailto:careers@cmhawpg.mb.ca)

CMHA will respond to requests for reasonable accommodations throughout the selection process. Please connect if you require any accommodations.

### VALUES

Work hard to listen | Support one another | Create strong connections | Be curious | Discover better ways | Focus on impact | Serve with passion | Embrace IDEA – Inclusion, Diversity, Equity, Accessibility | Honour lived experience | Believe it's possible